



Maryland
Hospital Association

February 23, 2023

To: The Honorable Melony G. Griffith, Chair, Senate Finance Committee

Re: Letter of Support- Senate Bill 413- Apprenticeship 2030 Commission

Dear Chair Griffith:

On behalf of the Maryland Hospital Association's (MHA) 60 member hospitals and health systems, we appreciate the opportunity to comment in support of Senate Bill 413.

Maryland hospitals are facing the most critical staffing shortage in recent memory. A 2022 [GlobalData](#) report estimates a statewide shortage of 5,000 full-time registered nurses and 4,000 licensed practical nurses. Without intervention, shortages could double or even triple by 2035. MHA's [2022 State of Maryland's Health Care Workforce report](#) outlines a roadmap to ensure Maryland has the health care workforce it needs now and into the future. The recommendations focus on four areas: expand Maryland's workforce pipeline, remove barriers to health care education, retain the health care workforce, and leverage talent with new care models.

Senate Bill 413 would create the Apprenticeship 2030 Commission to reduce shortages in high-demand occupations and provide career pathways. These goals align with the recommendations of MHA's Task Force on Maryland's Future Health Workforce to create programs that provide incentives to pursue careers in high-demand health care roles. Given the importance of the Apprenticeship 2030 Commission, we suggest including representation from the health care industry across the care continuum, as well as education partners. A successful apprenticeship is contingent on strong partnerships between industry and education.

Hospitals have high vacancy rates for licensed practical nurses, respiratory therapists, registered nurses, and surgical technicians. One in five nursing assistant positions are also vacant.¹ As the [Maryland Department of Labor's Healthcare Apprenticeship Workgroup](#) explored during the interim, there are opportunities for more health care apprenticeships. MHA looks forward to engaging in further conversations with the state and other stakeholders to remove barriers for Marylanders interested in working in health care so we can expand and grow a diverse and talented workforce to support the state's current and future needs.

For these reasons, we ask for a *favorable* report on SB 413.

For more information, please contact:
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¹ MHA Workforce Survey – January 2023